



# IGNITE!

**STRATEGIES FOR FUELING A GROWTH MINDSET**

*Early Childhood Investigations Webinar*

PRESENTED BY: SUSAN MACDONALD

Inspiring New Perspectives

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***A culture of greatness doesn't happen by accident. It happens when a leader expects greatness, and each person in the organization builds it, lives it, values it, reinforces it, and fights for it.***

***- Jon Gordon***

# welcome

Welcome to IGNITE! Strategies for Fueling a Growth Mindset.

The focus of this workshop is to guide you bringing new techniques and strategies for actively engaging early childhood educators in their professional growth and development. You will have the opportunity to reflect on the changes you would like to make and create a professional development plan for your program.



# ACTIVITY ONE

GROWTH CULTURE QUOTES



# ACTIVITY ONE

## GROWTH CULTURE QUOTES

*Quotes are an inspirational way to provide opportunities to reflect. Take time to review these quotes. Select one to guide your work this year and place the quote somewhere that you can see it daily.*

The degree to which I can create relationships which facilitate the growth of others as separate persons is a measure of the growth I have achieved in myself. *-Carl Rogers*

Professional accountability is a good thing. Without it, excellence is merely a pipe dream and even average performance isn't a realistic expectation. *-Leon Ellis*

Dust on gold doesn't change the nature of the gold. It's still gold... the key is to realize that inside everyone is gold that wants to shine. The value is on the inside. Help them find their gold. *-Jon Gordon*

Each day you are leading by example. Whether you realize it or not or whether it's positive or negative, you are influencing those around you. *-Rob Liano*

When a flower doesn't bloom, you fix the environment in which it grows, not the flower. *-Alexander den Heijer*

One great conversation can shift the direction of change forever. *-Linda Lambert*

In any given moment we have two options: to step forward into growth or to step back into safety. *-Abraham Maslow*

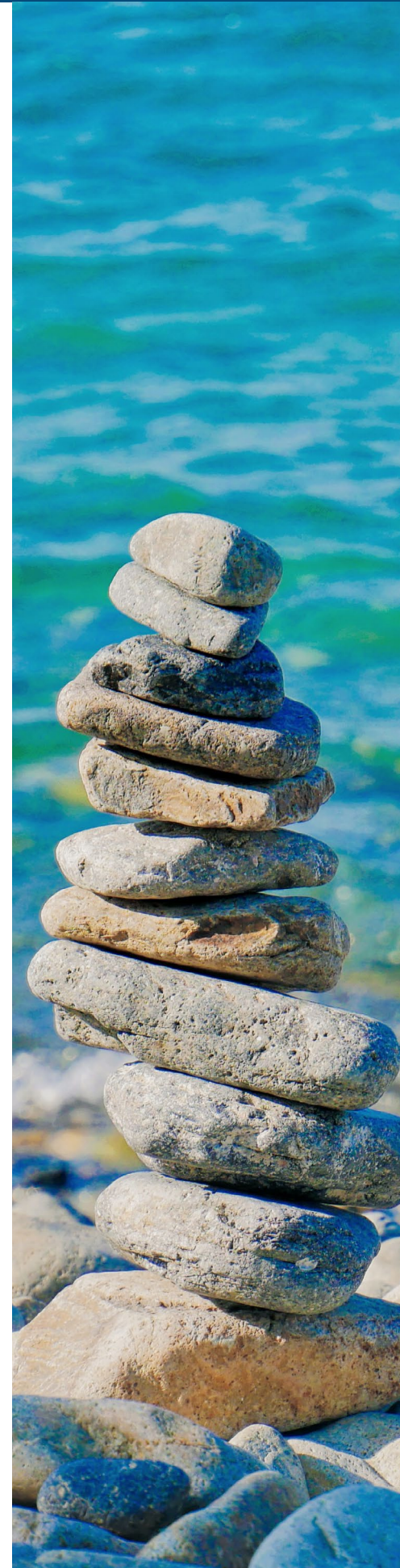
Alone we can do so little; together we can do so much. *-Helen Keller*

*The habits you created to survive will no longer serve you when it's time to Thrive. Get out of survival mode. New Habits. New Life. – Eboni Davis*

*The passion for stretching yourself and sticking to it, even (or especially) when it's not going well, is the hallmark of the growth mindset. – Carol S. Dweck*

Prepared by: *Susan MacDonald*

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# ACTIVITY TWO

SHARING HOPES & DREAMS





# ACTIVITY TWO

## SHARING HOPES AND DREAMS

*This easy-to-implement activity guides you in facilitating a meaningful conversation about each teacher's hopes and dreams for the program and their work with children.*

### **MATERIALS NEEDED:**

Index cards and pens. When doing this exercise with multiple constituents, I use a different color index card for the groups (parent, teachers, administrators, board members...)

### **PROCESS:**

*1. Set the Stage:* Discuss with the group that you would like to get a shared perspective on their hopes and dreams for your program. This exercise can be very broad or specific. For a broad perspective, ask for their hopes and dreams for their program in the next year or two years.

*2. Distribute index cards.* Ask each participant to write their hopes and dreams on index cards, one idea or thought per card.

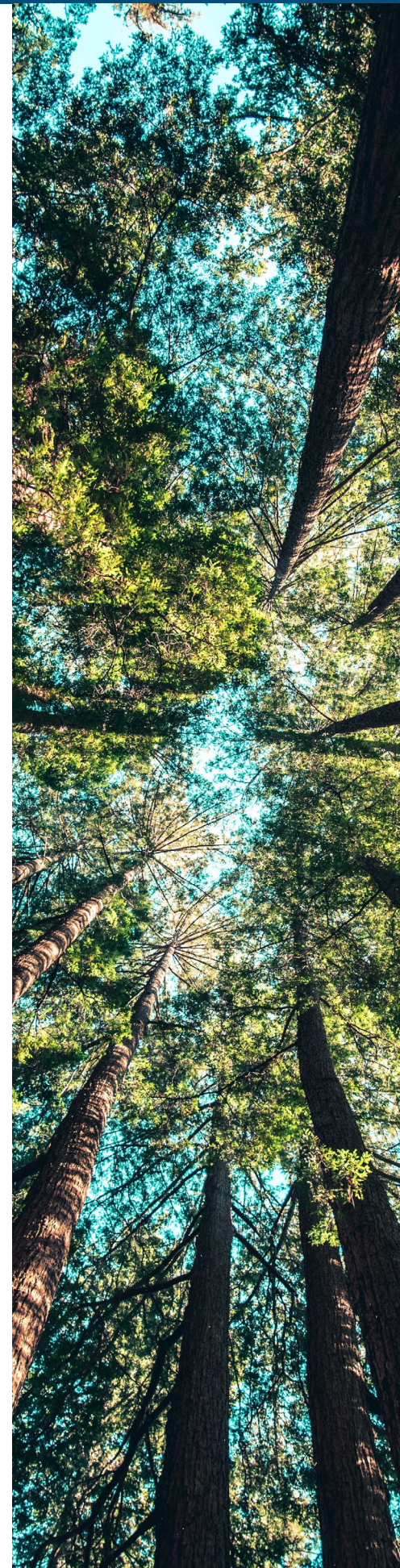
*3. Collect the cards.*

*4. Read the statements back to the group.* People are often reluctant to share and read their own cards, so create opportunities for all the cards to be read without having individuals read their own. You can ask for volunteers to come up and read the cards back to the group with you. Or distribute the cards back to the group and ask everyone to read one — again, ensuring that nobody reads their own card.

*5. Debrief.* After all the cards have been read, ask the group: “What are the common themes? How do the hopes and dreams relate to the continued growth of the program?” Collect all the discussion points on a flip chart.

*6. Create a Hopes and Dreams list.* Type up all thoughts on the index cards and the notes from the debrief. Share them with participants and use them as guide points for facilitating impactful changes in your program.

*7. Optional Activity – Parent's Hopes and Dreams:* You can repeat the above activity with parents. Their hopes and dreams will be inspirational to the teachers and provide an opportunity to link the parent's and teacher's hopes and dreams. After doing this exercise at a parent's night in my own program, we decided to tie the hopes and dreams into our end-of-the-year family event. We created a video utilizing quotes from the hopes and dreams cards and photos from the school year. It showed the parents that we honored their thoughts and brought them to life daily in the program. The end result was a moving and inspirational evening where parents saw first-hand how valuable their thoughts were in shaping all aspects of our program.





# ACTIVITY THREE

## CREATING A PROFESSIONAL DEVELOPMENT PLAN





# ACTIVITY THREE

## CREATING A PROFESSIONAL DEVELOPMENT PLAN

### PART ONE: REFLECT

*Reflecting on the specific goals you want to accomplish through your staff meetings and professional development days will help you create a comprehensive professional-development plan and calendar for your program.*

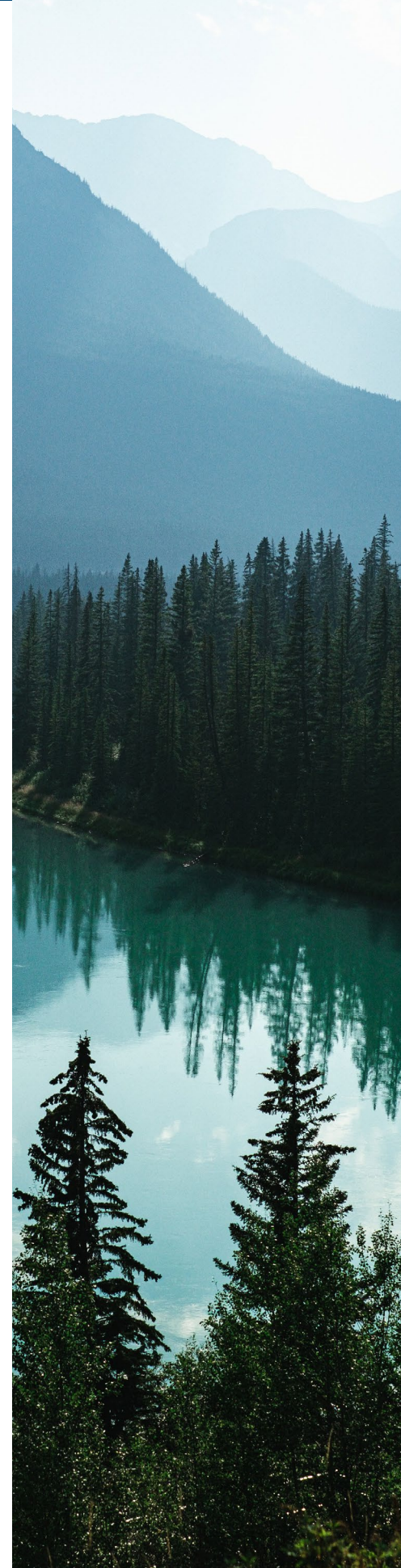
1. What has been the most meaningful professional-development experience for our program in the last three to five years?

2. Why was this experience so successful?

3. What did the teachers value most about this experience?

4. In what ways did this experience increase the knowledge, skills, and dispositions of the teachers?

5. What are the key characteristics of professional-development experiences that work for the educators in your program?





# ACTIVITY THREE

## CREATING A PROFESSIONAL DEVELOPMENT PLAN

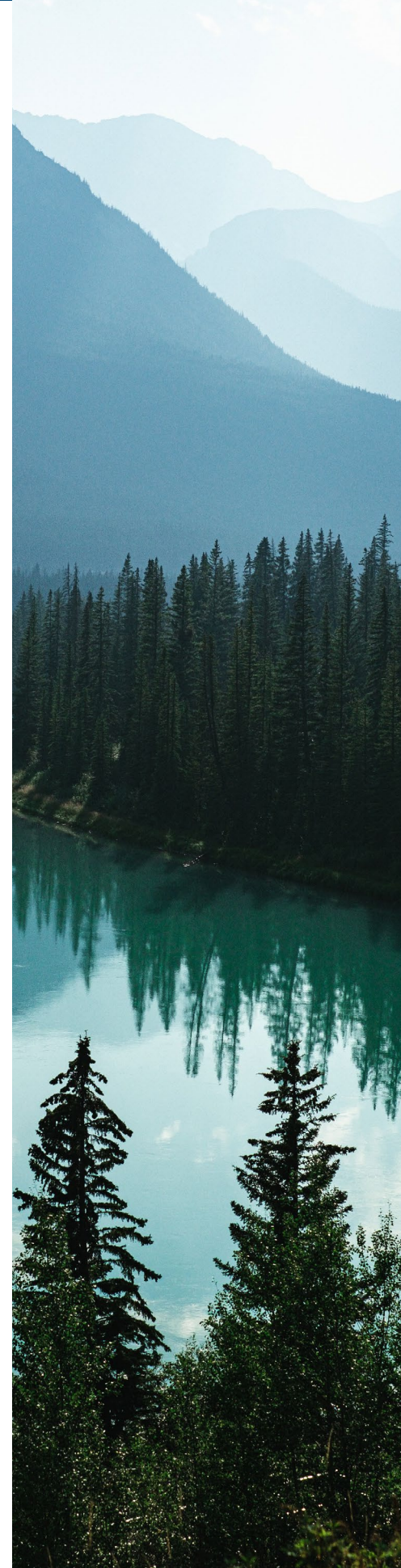
### PART ONE: REFLECT

6. How are you aligning professional-development efforts with your programs vision and the outcomes that you want for children, families, and teachers?

7. How could you improve upon your current efforts?

8. If you were given three wishes to transform the professional-development opportunities for your educators, what would they be?

9. What do you believe is the single most important thing that you, as the leader of the program, can do to strengthen the impact of professional-development opportunities?





# ACTIVITY THREE

## CREATING A PROFESSIONAL DEVELOPMENT PLAN

### **PART TWO: DESIGN A PROFESSIONAL DEVELOPMENT PLAN**

**STEP 1: FOCUS.** *Reflect on the specific professional development of your staff and the key goals for your program. To help you in understanding the training needs of the program, review the following:*

- Program improvement plan
- IPDPs for all teachers and administrators
- Trainings required by licensing, NAEYC, and any quality-improvement initiatives
- Survey responses from teachers and parents
- Data from assessment tools

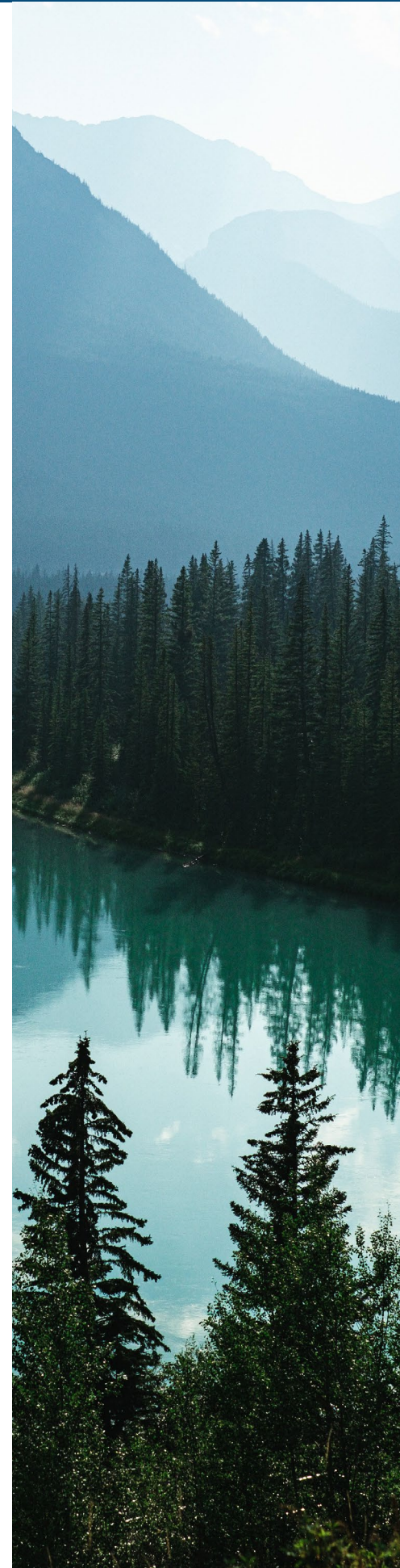
*Then, answer the following questions:*

1. What is your vision for your professional development work for the next six to twelve months?

2. What do you want to accomplish?

3. How will it affect teachers, children, and families?

4. What are two specific goals?





# ACTIVITY THREE

## CREATING A PROFESSIONAL DEVELOPMENT PLAN

### PART THREE: PLAN

Create a professional development calendar. Include all dates of regular staff meetings and professional-development days. For each professional-development opportunity, include the date, specific topic, and presenter or in-house facilitator. Link the professional development to goals, and list any resources or materials needed.

DATE	SPECIFIC TOPIC	FACILITATOR/ PRESENTER	LINKS TO VISION/GOALS	RESOURCES AND MATERIALS NEEDED

### PART FOUR: BUILD ACCOUNTABILITY TO YOUR PLAN

1. List 3 -5 ways this plan positively impact on the overall quality of your program, your leadership, the effectiveness of teachers, and the benefits to children and families.

2. Describe your plan for staying accountable to the plan you have created.



# ACTIVITY FOUR

DESIGN A PROFESSIONAL  
DEVELOPMENT PROJECT



# ACTIVITY FOUR

## DESIGN A PROFESSIONAL DEVELOPMENT PROJECT

*Take a few minutes to reflect on your professional work and identify one project that you would like to develop. Select a project that is meaningful to you and will have an impact on the early childhood field.*

Vision and Overview of Project:

What are the key goals for this project:

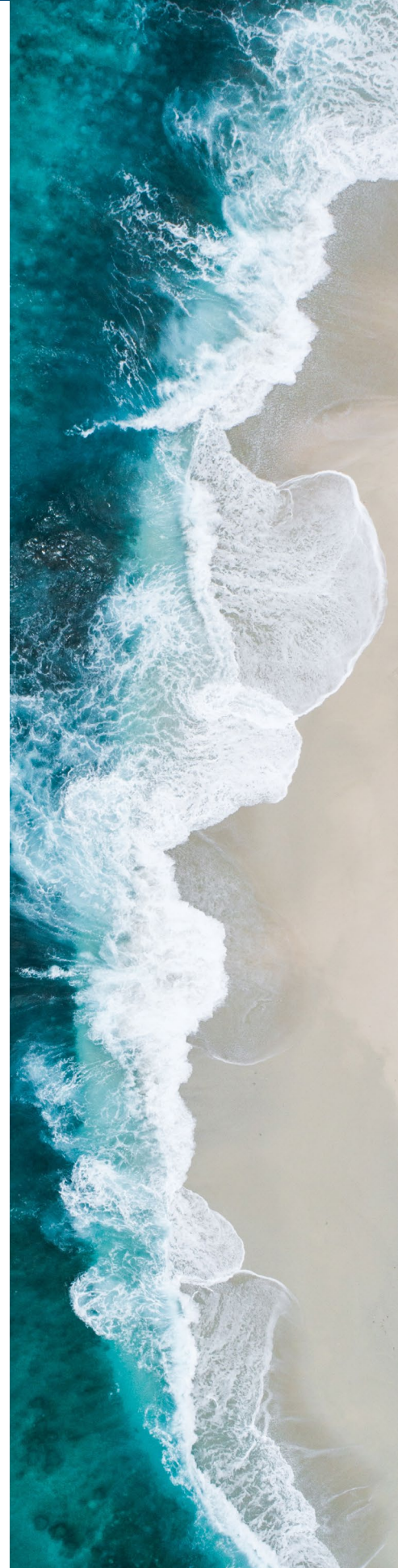
**1**

**2**

**3**

What is the timeframe for this project?

What are your current feelings regarding this project? List several words that describe those feelings, such as excitement, joy, panic, anticipation, and so forth.





# ACTIVITY FOUR

## DESIGN A PROFESSIONAL DEVELOPMENT PROJECT

What aspects of this project do you expect to be frustrating or difficult? List the specific aspects of this undertaking that are most challenging for you.

Why is this project important.....

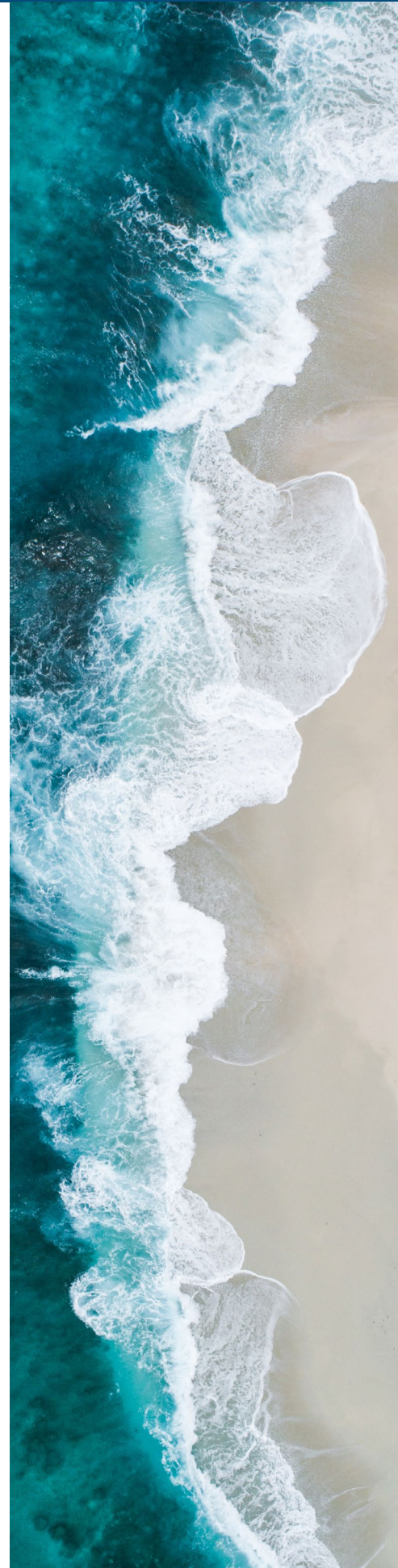
To you?

To your current work?

To others in the early childhood field (the children, teachers, parents, community, colleagues....)

Describe in detail how you will feel when you successfully complete this project:

*Adapted from: The Leadership Challenge Workbook, Third Edition, by James Kouzes and Barry Posner*



# ACTIVITY FIVE

## ACTION PLAN





# ACTIVITY FIVE

## ACTION PLAN

*PURPOSE: To create a workable plan to guide you towards completing your project*

*Keep this form visible and refer back to it often to keep yourself focused and monitor your progress.*

### GOAL

<b>TASKS/ACTION STEPS</b> <i>(What will be done and date)</i>	<b>RESOURCES</b> <i>(Time /Professional Development, Coaching)</i>	<b>COMPLETION DATE</b>
<b>1</b>		
<b>2</b>		
<b>3</b>		

### GOAL

<b>TASKS/ACTION STEPS</b> <i>(What will be done and date)</i>	<b>RESOURCES</b> <i>(Time /Professional Development, Coaching)</i>	<b>COMPLETION DATE</b>
<b>1</b>		
<b>2</b>		
<b>3</b>		

Evidence of success (How will you know you're making progress?)

What barriers might you face

Evaluation process (How will you know your goal has been reached?)

# ACTIVITY SIX

CONNECT WITH RESOURCES





# ACTIVITY SIX

## CONNECT WITH RESOURCES

### BOOKS AND ARTICLES

Brown, Peter C. MAKE IT STICK: the Science of Successful Learning. BELKNAP HARVARD, 2018.

Coughlin, Anne Marie, and Lorrie Baird. Creating a Culture of Reflective Practice: The Role of Pedagogical Leadership in Early Childhood Programs. Redleaf Press, 2022.

Dirksen, Julie. Design for How People Learn. New Riders, 2016.

Drago-Severson, Eleanor. Leading Adult Learning: Supporting Adult Development in Our Schools. Corwin, 2009.

Dweck, Carol S. Mindset: The New Psychology of Success. New York: Random House, 2006

Dweck, Carol. Carol Revisits the 'Growth Mindset'. Education Week, September 22, 2015. Vol. 35, Issue 05, Pages 20, 24. <https://portal.cornerstonesd.ca/group/yyd5jtk/Documents/Carol%20Dweck%20Growth%20Mindsets.pdf>

Heath, Chip and Heath, Dan. The Power of Moments. New York, New York: Simon and Schuster, 2017.

Kegan, Robert, Lisa Laskow Lahey, Matthew L. Miller, Andy Fleming, and Deborah Helsing. An Everyone Culture: Becoming a Deliberately Developmental Organization. Cambridge: Harvard Business School, 2016. Way to Grow, Inc. <http://www.waytogrowinc.com>

Kouzes, James M., and Barry Z. Posner. The Leadership Challenge. Jossey-Bass, 2002.

Liedtka, Jeanne, and Tim Ogilvie. Designing for Growth a Design Thinking Tool Kit for Managers. Columbia Business School Publ., 2011.

MacDonald, Susan. Inspiring Early Childhood Leadership: Eight Strategies to Ignite Passion and Transform Program Quality. Lewisville, NC: Gryphon House, 2016

MacDonald, Susan. Inspiring Professional Growth: Empowering Strategies to Lead, Motivate,

Malaguzzi, L. (1994). Your image of the child: Where teaching begins. Child Care Information Exchange, 96.

Mckeown, Greg. Essentialism: The Disciplined Pursuit of Less. VIRGIN BOOKS, 2021.

Parker, Priya. The Art of Gathering: How We Meet and Why It Matters. Riverhead Books, 2020.

Rothstein, Dan, and Luz Santana. Make Just One Change: Teach Students to Ask Their Own Questions. Harvard Education Press, 2014.

Sinek, Simon. Start With Why: How Great Leaders Inspire Everyone to Take Action. New York, New York: Penguin Group, 2009

Stavros, Jacqueline, M, and Hinrichs, Gina. The Thin Book of SOAR: Building Strengths-Based Strategies. Thin Book Publishing, Co, 2009.

### PERSONAL LEARNING NETWORKS

Thompson Hirschy, Sharon. 2016. "Creating a Personalized Learning Network for Professional Growth and Development." Exchange 73–76.

# ACTIVITY SIX

## CONNECT WITH RESOURCES

### ONLINE WEBINARS AND COURSES

NAEYC Webinars

<https://www.naeyc.org/events/trainings-webinars/recorded-webinars>

Early Childhood Investigates Webinars

<https://www.earlychildhoodwebinars.com/>

Educa Webinars

<https://www.geteduca.com/webinars/>

Kaplan Early Learning Online Courses

<https://www.kaplanco.com/ProfessionalDevelopment/Quorum.asp>

Fairy Dust Teaching Online Course

<https://fairydustteaching.com/programs/>

EDx: Free Online Courses from the World's Best Universities

<https://www.edx.org/course?course=all>

My favorite course: The Science of Happiness, University of California at Berkeley

<https://www.edx.org/course/the-science-of-happiness-0>

### PODCASTS

The Preschool Podcast for Leaders in Early Childhood

<https://www.himama.com/the-preschool-podcast>

That Early Childhood Nerd Podcast

<https://www.thatearlychildhoodnerd.com/podcast>

Center for the Developing Child at Harvard – Podcast and Resources

<http://developingchild.harvard.edu>

### BLOGS

The National Institute for Early Education Research

<http://nieer.org/publications/blog>

### VIDEOS

Carol Dweck - The Power of Believing that You Can Improve. TED Talk by

<https://www.youtube.com/watch?v=X0mgOOSpLU&t=15s>

*Let's  
Connect*

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Linkedin: <https://www.linkedin.com/in/susanmacdonaldinspiringnew/>

Pinterest: <https://www.pinterest.com/inspiringnew/>



# Join Susan

## INSPIRE PROFESSIONAL GROWTH A Ten-Month Early Childhood Leadership Program

[CLICK HERE FOR COURSE DETAILS & REGISTRATION](#)

Are you ready to reduce the feelings of isolation and stress so that you can reconnect with your hopes and dreams and establish a more professional and positive work culture?

Becoming a member of this ten-month learning community will inspire you to rethink and refocus your work to re-energize and strengthen your learning community. This program begins on **August 17, 2022.**

This program includes:

- **10 Live Interactive Professional Development Sessions** - to help you embrace a growth mindset, develop a vision-focused action plan, utilize strength-based communication and strategies for making transformational changes.
- **9 Live Building Connections Sessions** - where you can ask questions and be supported in a safe space with like-minded colleagues.
- **Access to a Private Discussion Board** - where you will build strong connections, collaborate, and learn in an interactive forum.
- **A Monthly Reflection and Resource Guide** - to enhance your learning and build your leadership portfolio.
- **30 Hour Professional Development Certificate**

### COMMENTS FROM PAST PARTICIPANTS:

*“This has been the best Professional Development Process I have been through. I learned new things, and it took what knowledge I did have to another level.”*

*These past 10 months have been wonderful to be a small part of, and I felt like I was a part of a community of like-minded professionals who want to become clearer leaders and managers. You provided us with key concepts and components of strong leadership skills and how to get the best from ourselves and the teams we work with.”*

If you have any questions about this program or the discounts available, please **contact me** to set up a time for us to talk.



# Join Susan

## ONWARD! REIGNITING YOUR LEADERSHIP JOURNEY

Leadership Retreat in Italy | October 8-13, 2022

[CLICK HERE FOR COURSE DETAILS & REGISTRATION](#)

**Save the Dates**  
**Educator Retreats in Italy**  
where professional development and authentic local experiences converge to create a dynamic cultural exchange  
**October 2022**

Accommodations at Palazzo Donati  
<https://www.palazzodonati.it>  
a family-owned historic residence overlooking the main square.

For further information and registration details contact:  
Angela Ferrario  
Phone: 508 473 8001  
Email: [aferrario@comcast.net](mailto:aferrario@comcast.net)  
Website: [www.internationalstudytours.org](http://www.internationalstudytours.org)

**Learning Together in a Special Place: Perspectives on Leadership**  
Mercatello sul Metauro, Italy  
organized by Angela Ferrario, International Study Tours, LLC

**International STUDY TOURS LLC**

I am thrilled to be returning to Italy this year to lead this five-day retreat with Angela Ferrario, International Study Tours.

Our fall retreat is designed to inspire educational leaders to refocus, recharge and reconnect with their professional aspirations. Content will draw from the research in Susan's books, *Inspiring Early Childhood Leadership* and *Inspiring Professional Growth*, along with a wide variety of current resources.

Small group professional development will be complemented by sightseeing excursions, amazing meals, and encounters with local artisans and townspeople, taking you inside village life.



# Susan's Books

## INSPIRING EARLY CHILDHOOD LEADERSHIP

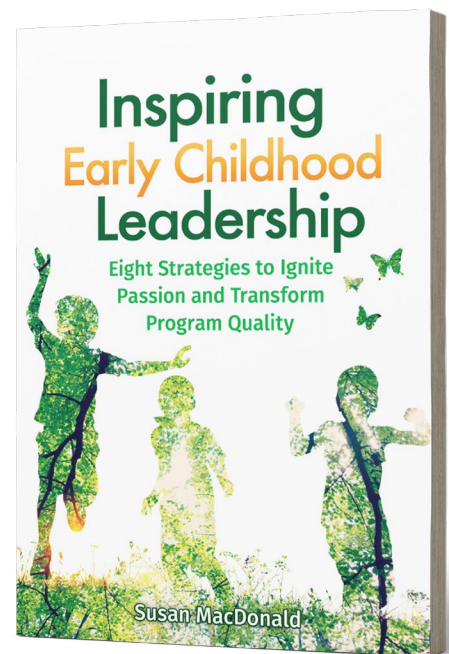
Eight Strategies to Ignite Passion and Transform Program Quality

A positive, strengths-based leadership system is the key to transforming the quality of early childhood programs. Inspiring Early Childhood Leadership lays out strategies designed to support program leaders in finding new ways to reduce the levels of stress on themselves and their staff, and move into a unified, engaging system for leading with passion, intention, and purpose.

Grounded in current research, the book incorporates decades-old best practices, making the strategies appropriate for leaders of all backgrounds. The book addresses common dilemmas:

- How do I motivate and inspire teachers?
- How can I be the most effective in observing and giving nonjudgmental feedback?
- How can I be more confident in my role as a leader?
- How can I manage my time more effectively?

Author Susan MacDonald's goal is to take leaders past their challenges with a vision of new possibilities so they can ensure a high-quality learning environments, fueled by positive, engaging energy.



[CLICK TO PURCHASE](#)

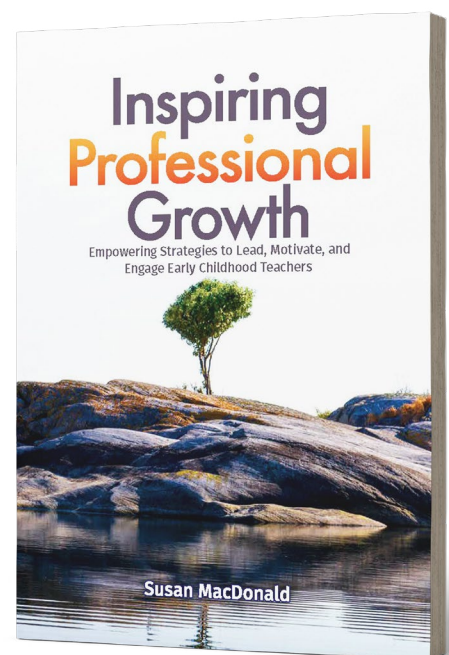
## INSPIRING PROFESSIONAL GROWTH

Empowering Strategies to Lead, Motivate, and Engage Early Childhood Teachers

You've probably seen it: frustration builds, teacher turnover rises, staff meetings become insufferable, indifference breeds throughout the school. Spark change! When your staff feels supported and empowered to grow and develop their skills, your program and the children will thrive.

Inspiring Professional Growth, the follow-up to Inspiring Early Childhood Leadership, addresses the need for offering nurturing and empowering professional development. This book provides leaders with a framework to create a system that supports teachers throughout their careers.

- Gain confidence in your leadership role
- Establish a growth culture
- Find effective ways to work with challenging staff members
- Cultivate collaboration and collective goal setting
- Facilitate meaningful professional development



[CLICK TO PURCHASE](#)